## **Glossary of Acronyms and Terms**

## Section I. Acronyms.

**AAR** - After Action Report

**ACOM -** Atlantic Command. (Obsolete term. See USJFCOM.)

**AFARS** - Army FAR Supplement

**AR** - Army Regulation

ASA(CW) - Assistant Secretary of the Army for Civil Works

**BCR** - Benefit Cost Ratio

**BPP** - Bank Protection Project

**C&P** - Cooperation and Participation Agreement. Obsolete term, see *CA*.

**CA** - Cooperation Agreement

**CAT** - Crisis Action Team

**CEAP** - Corps of Engineers Automation Plan

**CECW-OE** - The HQUSACE Civil Emergency Management Branch

**CEI** - Continuing Eligibility Inspection

**CEQ** - Council on Environmental Quality

**CERCLA** - Comprehensive Environmental Response, Compensation and Liability Act

**CFR** - Code of Federal Regulations

**CFS** - Cubic feet per second.

**CG** - Commanding General

**CONUS** - Continental United States (i.e., the contiguous 48 states)

**CONUSA** - Continental United States Army

**CRREL** - Cold Regions Research and Engineering Laboratory

**CWA** - Clean Water Act

**CWIS** - Civil Works Information System (See also PWI.)

**CZM** - Coastal Zone Management

dbh - diameter at breast height

**DCO** - Defense Coordinating Officer

**DFAR** - Defense FAR Supplement

**DFO** - Disaster Field Office

**DLA** - Defense Logistics Agency

**DOC** - Department of Commerce

**DOD** - Department of Defense

**DOE** - Department of Energy

**DOI** - Department of Interior

**DOMS** - Directorate of Military Support

**DOT** - Department of Transportation

**DSR** - Damage Survey Report

**E&D** - Engineering and Design

**EC** - Engineer Circular

**ECA** - Evaluation and Corrective Action

**EDA** - Economic Development Administration

**EFARS** - Engineer FAR Supplement

**EM** - Engineer Manual, Emergency Manager, Emergency Management

**EMHV** - Emergency Management High Visibility

**EO** - Executive Order

**EOC** - Emergency Operations Center

**EP** - Engineer Pamphlet

**EPA** - Environmental Protection Agency

**ER** - Engineer Regulation

**ERDC** - Engineer Research and Development Center

**ESF** - Emergency Support Function

**FAD-** Funding Authorization Document

**FAR** - Federal Acquisition Regulation

FCCE - Flood Control and Coastal Emergencies

**FCO** - Federal Coordinating Officer

FCW - Flood Control Works

**FEMA** - Federal Emergency Management Agency

**FmHA** - Farmers Home Administration

**FOA** - Field Operating Agency

**FONSI** - Finding of No Significant Impact

**FORSCOM** - Forces Command

FRP - Federal Response Plan

**GIS** - Geographic Information Systems

**GSA** - General Services Administration

**HBPP** - Hurricane/Beach Protection Project

**HFSSB** - High Frequency Single Side Band

**HHS** - Health and Human Services

**HMT** - Hazard Mitigation Team

**HQUSACE** - Headquarters, U.S. Army Corps of Engineers

**HSPP** - Hurricane or Shore Protection Project

**HUD** - Housing and Urban Development

ICW - Inspection of Completed Works

**IEI** - Initial Eligibility Inspection

**ILTF** - Interagency Levee Task Force

**JTF** - Joint Task Force

**LERRD's** Lands, easements, rights-of-way, relocations, and borrow and dredged or excavated materials disposal areas.

**LOA** - Lead Operating Agency

**LCO** - Lead Corps Official (for ILTF)

LNO - Liaison Officer

**MOA** - Memorandum of Agreement

**MSC** - Major Subordinate Command (synonymous with Division)

**MSCA** - Military Support to Civil Authorities

NCP - National Contingency Plan (National Oil and Hazardous Substance Pollution Contingency Plan)

**NED** - National Economic Development

**NEPA** - National Environmental Protection Act

NHPA - National Historic Preservation Act

NRCS - Natural Resources Conservation Service

**NRT** - National Response Team

**NSAP** - Nonstructural Alternatives Project

**NWP** - Nationwide Permit

**NWS** - National Weather Service

**O&M** - Operations and Maintenance

**OCE-P** - Office of the Chief of Engineers, Pentagon

**OMB** - Office of Management and Budget

OMRR&R - Operation, Maintenance, Repair, Replacement, and Rehabilitation

OSC/RPM - On Scene Coordinator/Remedial Project Manager

**PACOM** - Pacific Command

**PCA** - Project Cooperation Agreement.

**PDA** - Preliminary Damage Assessment

PIR - Project Information Report

PL - Public Law

PWI Project Work Item.

**RD** - Regional Director

**RIP** - Rehabilitation and Inspection Program

**RS/GIS** - Remote Sensing/Geographic Information System

RRT - Regional Response Team

**RSC** - Readiness Support Center

**S&A** - Supervision and Administration

**S&I** - Supervision and Inspection

**SAACONS** - Standard Army Automated Contracting System

**SBA** - Small Business Administration

**SCS** - Soil Conservation Service (See NRCS)

**SITREP** - Situation Report

**SOP** - Standard Operating Procedure

**SPOTREP** - Spot Report

**SPS** - Standard Procurement System

**STU** - Secure Telephone Unit

**TEECA** - Training, Evaluation, Exercise, and Corrective Action

**TVA** - Tennessee Valley Authority

**USACE** - U.S. Army Corps of Engineers

**USACOM** - United States Atlantic Command

**USC** - United States Code

**USCG** - United States Coast Guard

**USJFCOM** - US Joint Forces Command

**USDA** - United States Department of Agriculture

US&R - Urban Search and Rescue

**WPA** - Works Progress (later Work Projects) Administration

**WRDA** - Water Resources Development Act

## Section II. Terms.

**A-B-C's or a-b-c's**. A generic term referring to the items of local cooperation the public sponsor is required (as provided for in the CA) to provide as a condition for receiving Corps assistance. For most types of Corps assistance, the a-b-c's the public sponsor must agree to provided are (a) provide without cost to the United States all lands, easements, rights of way, relocations, and borrow and dredged or excavated material disposal areas necessary for the authorized work; (b) hold and save the United States free from all damages arising from construction, operation, maintenance, repair, replacement, and rehabilitation of the work, except for damages due to the fault or negligence of the United States or its contractors; and (c) operate, maintain, repair, replace, and rehabilitate the work after its completion. Additional items of local participation may be required, such as the removal of temporary emergency flood damage reduction measures. MSC's and districts are not authorized to change or delete ab-c requirements, without written permission from HQUSACE.

**Active**. A status applied to FCW concerning participation in the Rehabilitation and Inspection Program under authority of PL 84-99. An Active project must have met USACE criteria for entry and been entered into the RIP. Only Active projects may receive Rehabilitation Assistance to repair damages caused by a flood event or coastal storm.

**Agricultural Levee**. A levee that provides at least a 5-year flood protection to predominantly agricultural areas or agribusinesses. May be Federal or non-Federal.

**Bank Protection Project.** Any project or technique used to prevent erosion of or failure of a streambank.

**Beach Nourishment Projects**. Projects designed and constructed to build or maintain a beach by placement of material to nourish and stabilize the shoreline. See HSPP.

**Betterment.** During repair of an FCW, any construction effort that increases the area protected, provides features that did not exist prior to the flood event, or increases the degree or level of protection provided by the FCW. Examples of betterments include increasing the height of a levee, or providing riprap where none previously existed.

Glossary-4

**Category 100, 200, etc.** Feature numbers in the appropriation structure for FCCE under Appropriation 96x3125. For authoritative definitions, refer to ER 11-1-320. For informational purposes, categories are:

- (a) Category 100. Disaster Preparedness. MSC and district disaster preparedness programs, to include salaries of emergency management personnel, supplies, training, etc. Also includes EOC facilities, and funding for the Readiness Support Center.
- (b) Category 200. Emergency Operations. Includes Emergency Response and Post Flood Response, field investigations during flood events, and preparation of after action reports.
- (c) Category 300. Rehabilitation. Rehabilitation Assistance to Federal and non-Federal FCW's and Federally constructed hurricane and shore protection projects, associated investigation costs, etc. Includes inspection of non-Federal FCW, and maintenance of the FCW database.
- (d) Category 400. Emergency Water. Assistance to drought distressed regions or localities with a contaminated source of water supply, and costs of associated investigations.
- (e) Category 500. Advance Measures. Assistance against an identified, imminent flood threat, and costs of associated investigations.
- (f) Category 600. Hazard Mitigation costs of participation in an activated Interagency HMT under the direction of FEMA.
- **C.F.S.** (Cubic Feet per Second). Also cfs. The amount of flow passing a given point in a stream channel. One cubic foot per second is equivalent to approximately 7.5 gallons per second.

**Channel.** A natural or artificial watercourse with definite bed and banks to confine and conduct flowing water.

**Channel Capacity.** The maximum flow that can pass through a channel without overflowing the banks.

**Class.** A subdivision of categories in the appropriation structure. For example, category 400 is divided into Classes 410, 420, and 430. See also *Category*.

**Contingency Contracting.** The necessity for protection or restoration of flood protection projects requires immediate actions. To meet these requirements, justification exists for contracting procedures other than full and open competition (as allowed by FAR 6.302.) These contingency or emergency contracting procedures should comply with FAR 6.302-2.

**Cooperation Agreement.** An agreement entered into by a District Commander (acting as the agent for the Department of the Army on behalf of the United States Government) and

the public sponsor for the purpose of identifying each party's rights and obligations concerning the expenditure of Federal funds under authority of PL 84-99.

**Deliberate Levee Cut.** A deliberate cut made in a levee, with the intention of either protecting the integrity of the structure (or an adjacent structure) from actual or forecasted river stages, or reducing the overall anticipated damages expected to occur to the existing structure by the current flood event. See also Dewatering Levee Cut.

**Dewatering Levee Cut**. A deliberate cut in a levee used as an engineering/construction method to dewater the area behind the levee when pumping this contained water is not considered a feasible, timely, or economical alternative. A dewatering levee cut is a type of deliberate levee cut that is never eligible for PL 84-99 assistance.

**Dike**. In most areas of the United States, a structure (earth, rock, or timber) built part way across a river for the purpose of maintaining a navigation channel. In other areas, the term is used synonymously with levee. Generally constructed of earth, stone, timber, concrete, or similar material.

**Division**. See Major Subordinate Command.

**Drainage Structure**. Generally, any feature or system (e.g., culverts) constructed for the purpose of discharging surface water run-off. Such structures are components of interior drainage systems.

**Drought Distressed Area**. An area that the ASA(CW) has determined to have an inadequate water supply that is causing, or is likely to cause, a substantial threat to the health and welfare of the inhabitants of the area, including a threat of damage or loss of property.

**Eligible Levee**. A levee categorized as "active" in the RIP, for which USACE can provide assistance under authority of PL 84-99 to repair damage caused by a flood event.

**Emergency.** A situation involving a natural or technological disaster that would result in an unacceptable hazard to human life, a significant loss of property, or significant economic hardship.

**Emergency Assistance.** All USACE activities that assist a non-Federal entity that use FCCE funding from Category 200, 300, 400, and/or 500.

**Emergency Preparedness.** All those activities and measures designed or undertaken to prepare for or minimize the effects of a hazard upon the civilian population, to deal with the immediate emergency conditions that would be created by the hazard, and to effectuate

emergency repairs to, or the emergency restoration of, vital utilities and facilities destroyed or damaged by the hazard.

**Federally Authorized Projects/Federal Projects.** An FCW project built by USACE that was authorized for construction by Congress or by USACE continuing authorities (e.g., Section 205.)

Federal FCW/Federal Levee/Federal Dam. A Federally authorized FCW, levee, levee system, or dam project. FCW constructed by non-Federal interests, or other (non-USACE) Federal agencies, and incorporated into a Federal system by specific Congressional action (i.e., United States law) are also designated as Federal FCW's. Construction by, or previous rehabilitation or reconstruction of a non-Federal FCW by a Federal Agency (to include USACE, FEMA, NRCS, and EDA) does not make the levee a Federal levee. Levees constructed under the authority of the Works Progress Administration are not Federal levees. Section 14 projects constructed under authority of PL 79-526 are not Federal FCW's.

**Federal Response Plan (FRP).** The FRP is the Federal government's plan to address the consequences of any disaster or emergency situation in which there is a need for Federal response assistance under authorities of the Stafford Act, as amended. The FRP is an interagency document produced under the leadership and direction of the Federal Emergency Management Agency. USACE is the Federal agency responsible for Emergency Support Function #3, Public Works and Engineering. FRP planning and preparedness activities in USACE are funded by the FCCE account under PL 84-99 authority.

**Fiscal Completion.** Once all expenses have been charged and all financial activities for a specific project are complete, the funding accounts that support the project are closed, and the project is then considered fiscally complete.

**Flood.** Abnormally high water flows or water level that overtops the natural or artificial confining boundaries of a waterway. A general and temporary condition of partial or complete inundation of normally dry land areas from the overflow of river and/or tidal waters and/or the unusual accumulations of waters from any sources.

Flood Control Project. See flood control work.

**Flood Control Work(s) (FCW)**. Structures designed and constructed to have appreciable and dependable effects in preventing damages caused by irregular and unusual rises in water level. FCW may include levees, channels, floodwalls, dams, and Federally authorized and constructed hurricane or shore protective structures. Structures designed and constructed to protect against salt water intrusion or tidal fluctuations, channel

alignment, navigation, recreation, fish and wildlife, land reclamation, or to protect against land erosion are not considered to be FCW's. A riprap bank erosion control structure is not considered to be a flood control work.

**Flood Fighting.** Actions taken immediately before or during a flood to protect human life and to reduce flood damages, such as evacuation, emergency sandbagging and diking, and providing assistance to flood victims.

**Flood Plain.** Any normally dry land area that is susceptible to being inundated by any natural source, such as a stream, during floods. USACE, as a matter of policy, encourages local governments to zone their flood plains against development and thereby avoid property damage and reduce obstruction to passage of floodwaters.

**Flood Stage.** The water surface elevation of a river, stream, or body of water, above which flooding and damages normally begin to occur, normally measured with respect to a specific reference gage. Flood stage is normally the level at which a river overflows its banks. Flood stage for any particular geographic area is unique to that geographic area.

**Flooding.** See Flood.

**Floodwall.** A type of flood control work usually constructed of stone or reinforced concrete, and which may occasionally have plastic or steel components. Floodwalls are generally constructed in urban areas where insufficient area exists to construct earthen levees.

**Floodway.** Designated land left essentially clear of development, for the purpose of passing floodwaters. In some areas, floodway is used to designate the 100-year flood plain.

**Freeboard.** A factor of safety usually expressed in feet above a flood level for purposes of designing flood protection facilities and for floodplain management. Freeboard tends to compensate for the many uncertain factors that could contribute to flood heights greater than the height calculated for a selected size flood and floodway conditions, such as wave action, bridge obstructions, and the hydrological effect of urbanization of the watershed. Freeboard is being replaced as a technique through risk and uncertainty management.

**Haul Road.** Any privately owned road used by Corps vehicles or Corps contractor's vehicles to haul rock, earth fill, or other borrow materials to the site of a repair/floodfight/rehabilitation effort, or on which empty vehicles return. This includes haul roads specifically constructed for a repair/rehabilitation effort. Also included are levee crown roads and levee patrol roads that are not public roads, if their principal purpose is for access for maintenance, inspection, and floodfight purposes. All public roads are specifically excluded, to include any public roads that are situated on levees.

**Hazard**. An emergency or disaster resulting from a natural hazard or an accidental or mancaused event.

**Hazard Mitigation.** Any activity that permanently eliminates or reduces the long-term vulnerability to life and property from natural and technological hazards. Hazard mitigation refers to the concept of decreasing the severity of the effects of flooding on people and property by reducing the cause, occurrence, exposure, and effects of the flood hazard.

**Hazard Mitigation Team**. An interagency team assembled under FEMA leadership to investigate and document strategies to reduce or avoid Federal expenditures resulting from flooding situations or other types of natural disasters.

**Hundred Year Flood**. More accurately referred to as a "one percent chance flood," a flood of a magnitude that, according to historical statistics, has one chance in one hundred of occurring in any given year.

**Hurricane/Shore Protection Project**. A type of FCW project designed and constructed to prevent damage and flooding caused by a hurricane or tsunami, and their associated storm surges.

**Hydraulics.** The science of dealing with the mechanical properties of liquids that describes the specific pattern and rate of water movement in the environment.

**Hydrology.** The science dealing with properties, distribution, and circulation of water on and below the surface of the land and in the atmosphere.

**Imminent Threat.** A subjective, statistically supported evaluation of how quickly a threat scenario can develop, how likely that threat is to develop in a given geographical location, and how likely the threat will produce catastrophic consequences to life and improved property. Implicit in the timing aspect can be considerations of time (e.g., a storm front's predicted path) or season (e.g., a snowpack that will melt in the coming spring runoff) or of known cyclical activities (e.g., rising water levels in the Great Lakes), but occurring inside the normal Corps decision and execution cycle for small project construction.

**Inactive.** A status applied to FCW concerning participation in the RIP. An Inactive project is, simply, any project that is not Active. It includes formerly Active FCW that left Active status in the RIP, either voluntarily or involuntarily, as well as those FCW that have <u>never</u> been Active in the RIP. See also "Active."

**Infiltration.** That portion of precipitation that is absorbed by the land surface.

**Initial Repair.** A hastily effected temporary repair of a breached levee that provides a 10-to 25-year level of protection for a short (less than 12 month) period of time until the permanent repair can be designed and executed.

**Interior Drainage.** Natural or modified outflow of streams within a levee'd area for the conveyance of run-off. Interior drainage systems are not components of flood control works.

**Lead Operational Authority.** Within military commands, this is a delegated authority to plan and execute missions for a higher headquarters.

**Levee**. A structure, normally of earth or stone, built generally parallel to a river to protect land from flooding. A levee is a complete unit, designed and intended for flood control. A levee (excluding a ring levee) is always tied to high ground at both ends.

**Level of Protection.** The degree of protection against flooding provided by an FCW, normally expressed in terms of the cyclical flood-level against which protection is provided.

**Local Cost Share.** That portion of the cost of undertaking assistance authorized under PL 84-99 (e.g., repairing a damaged Active levee) for which the public sponsor is responsible. The local cost share may be paid either in cash or as work-in-kind, or as a combination of the two.

**Local Sponsor.** See Public Sponsor.

**LERRD's** Lands, easements, rights-of-way, relocations, and dredged materials disposal areas.

**Major Flood.** A flood event determined to be a 100-year event or better, or a series of weather events over a short period of time (normally seven days or less), which causes loss of human life and/or property damage exceeding \$1 million.

**Major Subordinate Command.** The intermediate level USACE headquarters organization, subordinate to HQUSACE, and above the district-level. Also Division.

**Military Support to Civil Authorities.** Those activities and measures taken by DOD components to foster mutual assistance and support between DOD and any civil government agency in planning or preparedness for, or in the application of resources for response to, the consequences of civil emergencies or attack. See DODD 3025.1.

**National Contingency Plan** (40 CFR Part 300.) A Federal plan intended to effectuate the powers and responsibilities for responding to nonradiological oil and hazardous substance

discharges, releases, or substantial threats of releases as specified in the CERCLA, as amended, and the authorities established by Section 311 of the CWA, as amended.

**Natural Disaster.** Any hurricane, tornado, storm, flood, high water, wind-driven water, tidal wave, tsunami, earthquake, volcanic eruption, landslide, mudslide, snowstorm, drought, fire, or other catastrophe that causes, or which may cause, substantial damage or injury to civilian property or persons.

**Navigation Channel.** The channel maintained in a body of water for the purpose of assuring a depth adequate for commercial vessels.

**Non-Federal Levee/Non-Federal Project/Non-Federal FCW**. A flood control work not authorized by Congress, or under other Federal agency authority. Works Progress Administration (WPA) projects are considered non-Federal FCW for the application of PL 84-99 authority.

Non-Federal Sponsor. See public sponsor.

**Nonstructural Alternative Project.** A type of project, authorized by an amendment to PL 84-99 contained in WRDA 96, that, in lieu of a structural rehabilitation effort, allows for restoration of floodways, flood plains, and/or the reduction of future flood damages and associated FCW rehabilitation costs.

**Political Subdivision.** A city, town, borough, township, county, parish, district, association, or other public body created by or pursuant to state law and having jurisdiction over the water supply of such public body.

**Project.** A generic term used to describe the planned or executed construction of a structure or system.

**Project Cooperation Agreement.** An agreement entered into by a District Commander (acting as the agent for the Department of the Army on behalf of the United States Government) and the public sponsor for the purpose of identifying each party's rights and obligations concerning the expenditure of Federal funds under USACE authority other than that of PL 84-99. See also Cooperation Agreement.

**Public Road.** Any road available for general use by the public. Any road for which a public agency or public entity has ongoing and/or statutory maintenance responsibility.

**Public Sponsor.** A public sponsor must be a public entity that is a legally constituted public body with full authority and capability to perform the terms of its agreement as the non-Federal partner of the Corps for a project, and able to pay damages, if necessary, in the event of its failure to perform. A public sponsor may be a State, county, city, town, Federally recognized Indian Tribe or tribal organization, Alaska Native Corporation, or any political subpart of a State or group of states that has the legal and financial authority and capability to provide the necessary cash contributions and lands, easements, rights-of-way, relocations, and borrow and dredged or excavated material disposal areas (LERRD's) necessary for the project.

**Reach.** A section or segment of a levee, which in and of itself does not provide complete protection against a flood. Also, a segment of a river, typically indicated by reference to river mile markers or geographical features.

**Rehabilitation and Inspection Program (RIP).** A component of the Civil Emergency Management Program concerned with the inspection and rehabilitation of FCW's.

**Rehabilitation Assistance.** Repair and restoration under authority of PL 84-99 of an Active FCW damaged in a flood event.

**Rehabilitation Project.** An action or series of actions focused of the repair of an Active flood control work to return the FCW's level of protection to its pre-flood/pre-storm level.

**Repair and Rehabilitation.** The terms "repair", "rehabilitation", or "repair and rehabilitation" mean the repair or rebuilding of a flood control structure, after the structure has been damaged by a flood, hurricane, or coastal storm, to the level of protection provided by the structure prior to the flood, hurricane, or coastal storm. The terms do not include improvements (betterments) to the structure, nor does "repair and rehabilitation" include any repair, reconstruction, or rehabilitation activities of a flood control structure which, in the normal course of usage, has become structurally unsound and is no longer fit to provide the level of protection for which it was designed.

**Riverine.** Relating to, formed by, or resembling a river (including tributaries), stream, brook, etc.

**Run-off.** That portion of precipitation, which is not intercepted by vegetation, absorbed by the land surface or evaporated and thus flows overland into a depression, stream, lake, or ocean.

**SAACONS.** The Standard Army Automated Contracting System, used for comprehensive management of the contracting process. SAACONS is being replaced by SPS.

## Saturation.

- (1) Soil Saturation. A condition in soil in which all spaces between the soil particles are filled with water. Such conditions normally occur after prolonged periods of rainfall and/or snowmelt. The result of a saturated condition is that any additional rainfall or snowmelt runs off into streams and rivers instead of soaking into the ground.
- (2) Levee saturation. Soil saturation that has occurred in an earthen levee because of floodwaters remaining above flood stage for extremely long periods of time. This condition can lead to catastrophic failure of the levee.

**Secondary Levee.** A levee that is riverward of the main or principal levee. The level of protection of a secondary levee is always less than the level of protection provided by the main levee.

**Stafford Act.** The common name for the principal emergency management authority of the Federal Emergency Management Agency. Codified as 42 U.S.C. 5121 et seq.

**SPS.** The Standard Procurement System, used for comprehensive management of the contracting process. This new system is replacing SAACONS.

**Stream.** A body of water flowing in a definite natural or manmade course that has the potential to flood. The term stream refers to rivers, streams, creeks, brooks, etc., and includes intermittent streams that are subject to flooding.

**Substantial Property Damage**. Damage caused by a flood event, the value of which generally exceeds \$1 million.

**Unusual Flooding.** For use with Advance Measures, a subjective determination of the potential level of flooding that considers potential to approach an area's flood of record, a catastrophic level of flooding, or a greater than 50-year level of flooding.

**Urban areas**. Cities, towns, or other incorporated or unincorporated political subdivisions of States that provide general local government for specific population concentrations, and occupy an essentially continuous area of developed land containing such structures as residences, public and commercial buildings, and industrial sites.

**Urban Levee.** A levee that provides a high degree of flood protection (10 year or greater) to a predominantly urban area.

**Work-in-Kind.** That portion of a public sponsor's cost share to rehabilitate a non-Federal FCW that is a non-cash contribution. The work-in-kind may be in the form of labor, equipment, supplies, and/or services. Labor is defined as blue collar-type of work normally paid on an hourly wage basis, comparable to Federal Wage Grade positions.